

* Conflict Resolution

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Wherefore, my beloved brethren, let every man be swift to hear, slow to speak, slow to wrath: James 1:19

*Overview

1. What is conflict?
2. Who has conflict?
3. What are the stages of conflict?
4. Why is it important to resolve conflicts effectively?
5. How do I resolve conflict in a Christian manner?

There are three truths: my truth, your truth and **the truth**.

— *Chinese Proverb*

*1. What is Conflict?

Conflict is a struggle between **opposing** needs, principles, ideas, goals, aims, beliefs, values, etc.

*Myths About Conflict

1. It is always _____.
2. Someone is always _____, and you're always right.
3. It occurs simply because our personalities are _____.
4. Conflict will resolve itself over _____.
5. People always _____ when they are part of a conflict.
6. It only affects the two parties _____.
7. It happens because of a stubborn or uncaring _____.

Taken from "Increase the Peace" Ombuds Office Apollo Corporate University

*Difference between Conflict and Disagreement

A disagreement is a short-term problem with a fixable solution. Example: Genesis 13:1-12

A conflict is a deeper disagreement involving layers of emotions. Example: Acts 15:1-29

*2. Who has Conflict?

EVERYONE!!!

*3. What are the Stages of Conflict?

1. Latent stage - The participants are not yet aware of the conflict.
2. Perceived stage - The participants are aware a conflict exists.
3. Felt stage - Stress and anxiety occur in one or more of the participants.
4. Manifest stage - The conflict is open and can be observed.
5. Aftermath stage - The conflict's outcome, resolution or dissolution.

* Example of Conflict Stages

Latent stage: The Adventurer Induction is set for the first Sabbath in October. The date was approved by the church board.

Perceived stage: At the September church board meeting, a member brings to the church board's attention that they usually have that weekend for a special musical Sabbath.

Felt stage: The Adventurer staff and parents are concerned because they have planned and practiced their program for many weeks. The church member is concerned because they have asked many people to participate.

* Example of Conflict Stages

Manifest: Several meetings occur to talk about a solution.

Aftermath: What could be a solution?

*4. Why is it Important to Resolve Conflicts Effectively?

1. To show Christ's character of love.

1 John 4:7 - Beloved, let us love one another: for love is of God; and every one that loveth is born of God, and knoweth God.

1 John 4:8 - He that loveth not knoweth not God; for God is love.

1 John 4:11 - Beloved, if God so loved us, we ought also to love one another.

1 John 4:21 - And this commandment have we from Him, that he who loveth God love his brother also.

2. To have peace.

Psalms 34:14 - Depart from evil, and do good; Seek peace, and pursue it.

Matthew 5:9 - Blessed are the peacemakers: for they shall be called the children of God.

Mark 9:50 - Salt is good: but if the salt have lost his saltness, wherewith will ye season it? Have salt in yourselves, and have peace one with another.

3. To build and strengthen good relationships, which will create a good Adventurer Club.

Parents will trust their children with you.

Parents will help when needed.

Staff will be willing to faithfully support you.

The children will want to participate and follow you.

Matthew 7:20-21 Wherefore by their fruits ye shall know them. Not every one that saith unto me, Lord, Lord, shall enter into the kingdom of heaven; but he that doeth the will of my Father which is in heaven.

People should know we are Christians even when we have conflicts.

* 5. How do I Resolve Conflict in a Christian Manner?

Matthew 18:15 Moreover if thy brother shall trespass against thee, go and tell him his fault between thee and him alone: if he shall hear thee, thou hast gained thy brother.

1. Talk directly with the person who offended you or that you offended.

*Offensiveness

Proverbs 18:19

A brother offended is harder to be won than a strong city: and their contentions are like the bars of a castle.

Psalms 119:165

Great peace have they which love thy law: and nothing shall offend them.

*Good Communication - LISTEN

L - Listen carefully and actively.

I - Intelligently respond

S - Sustain a Christian attitude.

T - Think before you speak.

E - Employ courtesy.

N - No interrupting.

Ultimately, communicate with others as you would like them to communicate with you, including body language.

*Timing

Ephesians 4:26-27 Be ye angry, and sin not: let not the sun go down upon your wrath: Neither give place to the devil.

2. Deal with the conflict quickly. Prayerfully ask God when to talk with the person.

*Completely

Ephesians 4:31-32 Let all bitterness, and wrath, and anger, and clamour, and evil speaking, be put away from you, with all malice: And be ye kind one to another, tenderhearted, forgiving one another, even as God for Christ's sake hath forgiven you.

3. Completely deal with the issues.

*Mediation

Matthew 18:16-17 But if he will not hear thee, then take with thee one or two more, that in the mouth of two or three witnesses every word may be established. And if he shall neglect to hear them, tell it unto the church: but if he neglect to hear the church, let him be unto thee as an heathen man and a publican.

4. If necessary bring someone to mediate the conflict.

*Conclusion

Conflict is a struggle between **opposing** needs, principles, ideas, goals, aims, beliefs, values, etc.

Everyone has conflicts.

The stages of conflict are latent, perceived, felt, manifest, and aftermath.

*Conclusion

It is important to resolve conflicts effectively in order to show Christ's character of love, to have peace, and to build and strengthen good relationships.

We resolve conflicts by talking directly with the person we have a conflict with, by trying to resolve the conflict as soon as possible, by completely resolving the conflict when possible and by bringing someone to mediate the conflict, if necessary.

*Questions or Comments